



JOINT UPDATE

Joint Performance Management Office

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WHAT IS KSC 2000 AND WHAT DOES IT MEAN TO JPMO

Lori Weller

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KSC has just completed a complex reorganization, known to NASA employees as KSC 2000. KSC has not undergone a top to bottom reorganization of this magnitude in over thirty years. Over the years, KSC has built a solid reputation in many complex technology areas that are recognized worldwide. KSC's vision for a Spaceport Technology Center will provide a global perspective for applying the Center's core business of providing space systems, processes, tests, launch techniques and developing associated technologies. The KSC 2000 reorganization was a necessary step towards achieving the KSC vision. Mr. Bridges (KSC Center Director) started the process several months ago when he reviewed the new organization's structure and gained NASA Headquarter's approval on his selection of KSC's top-level leadership assignments. After the top-level positions were selected, interviews were conducted to select GS-15 and GS-14 leadership as well as newly created GS-15 and GS-14 positions. GS-13 and below moved with their job function into the newly developed organization. The net result: no one lost their job, everyone maintained their current grade level and several were given the opportunity to expand their horizon by performing a different job function. Managers could select non-management positions, non-managers could select management positions, and all GS 14 and 15's had an opportunity to select areas where they had not worked previously. The official move occurred over the Memorial Day weekend. JPMO switched three management positions in the reorganization, see the article "JPMO after KSC 2000." The newly formed KSC 2000 organizations are:

ORGANIZATION

Executive Staff
Shuttle Processing
ISS/Payloads Processing
Spaceport Services
Chief Financial Officer
Spaceport Engineering and Technology
External Relations and Business Development
Safety, Health and Independent Assessment (SHIA)
Office of the Chief Council
Equal Opportunity
Expendable Launch Vehicle and Payload Carriers
Work Force and Diversity Management
Procurement
Joint Performance Management Office

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Mr. Ed Gormel

New Faces in JPMO

Back: Kathy Luse; LtCol Earl Dorris; Earnest Tweedie; SSgt Brian Pack



Front: Carol Aiello; Kelley Wilson; Sherry Gasaway

Kathy Luse is a matrixed employee from NASA KSC CFO office. She brings 14 years of government accounting experience; two with NASA and 12 with the U.S. Army. The new Special Assistant to the Director of JPMO is **LtCol Earl Dorris**. Earl has over 19 years of combined active duty and reserve military service. He was previously assigned to the 45 SW Y2K Office.

Ernest (Ernie) Tweedie is co-located in JPMO as an AF Contracting Specialist. Ernie has a vast background in awarding and administrating base service and construction contracts for the 45 SW. Ernie's 25 years of contracting experience will be an asset to JPMO.

SSgt Brian Pack is a USAF reservist. He has 7 years active duty experience with the Air Force as a Personnel Specialist and is providing administrative support to JP.

No stranger to JPMO is **Carol Aiello**. Carol supported JP with workforce, administrative and training issues in her role with the former Installation Operations Directorate at KSC. Carol was permanently reassigned to JP as part of the KSC 2000 reorganization. Carol has over 25 years of administrative experience with the government.

Kelley Wilson is working in the student hire program. She is working on a Medical degree at the University of Florida and will be assisting JP with special projects.

Sherry Gasaway, Contracting Officer, was hired by NASA's OP Directorate in April 00 and assigned to work the J-BOSC. She is co-located in the JP office. Sherry has 13 years of contracting experience with the Air Force both at PAFB and CCAFS.

WELCOME TO THE NEW TEAM MEMBERS!

Chief of Staff Team Excellence Award

The Joint Performance Management Office operating under Team JP was one of two teams selected by Air Force Space Command (AFSPC) to compete in the Chief of Staff Team Excellence Award. The purpose of the Chief of Staff Team Excellence Award is to recognize outstanding team performance and share best practices within the Air Force. It promotes a systematic approach for enhancing mission capability, improving operational performance and achieving sustained results while maximizing efficiency. In March, Team JP organized a ten page narrative outlining how contributions made by the team could be shared as best practices within the Air Force. Team JP was selected as the 45 SW representative to compete at AFSPC. Team JP was elated to learn that they were selected to compete for the Chief of Staff Team Excellence Award in Washington DC. Historically, twenty one Air Force Teams compete for the award and five are selected. The ten page narrative is currently at Randolph

AFB being reviewed by a committee that will give the package a numeric rating worth half of the complete score. Team JP will go to Washington DC in September to give a verbal fifteen minute presentation to five General Officers who will provide another numeric rating worth the remaining fifty percent of the score. After all twenty one teams have made their presentation, the winners will be announced on the last day of the trip, 12 Sept 00. The 45 SW has a long history of winners with the Pharmacy Team winning the award in 99 and the Fixed Price Team winning in 98. Team JP is anxious to continue the winning trend by being selected for the Chief of Staff Team Excellence Award for 2000.

JPMO after KSC 2000

In the KSC 2000 reorganization, JPMO replaced three top level management positions. Ms. Susan Kroskey replaced Mr. Mike Sumner as JPMO Deputy; Mr. Miguel Rodriguez replaced Mr. Eddie Lebron as Integration Office Chief; and Mr. Ray Lugo replaced Ms. Astrid Heard as Business Office Chief. Please see the article "Farewell to JPMO Members" for more information on Mike, Eddie and Astrid's transfers'.

Susan Kroskey brings to JPMO 18



years of government management experience. Prior to the Deputy position in JPMO, Susan served as the Deputy Director of Installation Operations. Susan has held numerous managerial positions under the Office of Chief Financial

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JPMO after KSC 2000

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Officer (CFO) including Chief, Center Support Resources Management Office, Chief, Institutional Resources Management Office, Chief, Central Budget Office and Deputy CFO for Resources. Susan's vast knowledge in financial and contract management will be an asset to JP as they move into their third year of managing the J-BOSC through contract insight.

As the JP Integration Office Chief, **Mr. Miguel Rodriguez** will be able



to enhance JPMO's performance with his extensive knowledge in performance based contracting and strategic planning. Miguel joined NASA in 1976 and commenced his career at the Marshall Space Flight Center in Huntsville, Alabama, as a mechanical design engineer. He transferred to Kennedy Space Center in November 1978 and held several key positions with the responsibility of preparing several facilities and providing the capabilities for processing Shuttle payloads.

Mr. Ray Lugo has twenty one years of experience with NASA in various capacities. As the new Chief of the Business Office he is responsible for the financial planning and execution of the Joint Base Operations Contract.

Ray was born in Fort Fairfield,



Maine and received a Bachelor of Science in Engineering from the University of Central Florida in 1979. He completed study for a Masters in Engineering Management in 1981 and has more than 50 semester hours' credit towards a PhD in robotics. Ray was selected to attend the Program for Management Development (PMD) in 1995 and was selected the President of the PMD Association.

Congratulations to JPMO Award Recipients

Quarter Air Force Awards

Bette McDaniel, was selected as JPMO Mid-Level Employee of the Quarter for her superb performance in financial planning and cost analysis of the J-BOSC. She went on to represent the Wing Staff and compete with all other 45 SW employee of the Quarter. Congratulation Bette on a job well done.

Lori Weller was selected as JPMO Senior-Level Employee of the Quarter and represented the Wing in the 45 SW Employee of the Quarter competition. Lori stepped into a leadership role during her supervisor's temporary assignment to KSC 2000. Congratulations Lori on your achievements.

NASA 2000 Honor Awards

Exceptional Service Metal

In recognition of outstanding service in putting in place the many tools required for the proper "insight" of the Joint Base Operations and Support Contract, **Ms. Nancy Bray**, was awarded the



NASA Exceptional Service Metal. The NASA Exceptional Service Medal is awarded for significant performance characterized by unusual initiative or creative ability that clearly demonstrates substantial improvements or contributions in engineering, aeronautics, space flight, administration, support, or space-related endeavors which contribute to the mission of NASA. Nancy's husband, Scott, watched proudly as Mr. Bridges presented Nancy with her medal at the KSC awards ceremony May 25, 2000.

Certificate of Commendation

Annette Dittmer was recognized for her outstanding dedication and performance in providing contract resource management support to KSC's J-BOSC.

Group Achievement Award

The NASA Group Achievement Award went to several JPMO employees: **Susan Kroskey, Astrid Heard, Bob Zuber, Annette Dittmer, Tom Hull, Pam Steel, Bette McDaniel, and Regina Bronson** for their display of dedication and teamwork on the J-BOSC Corrective Action Team.

Farewell from JPMO

As Deputy of JPMO, **Mr. Mike Sumner**, became JP's



spokesperson for "jointness." His visionary thinking and "can do" attitude will be missed. Mike will continue to be an advocate for jointness and insight management in his new role as Spaceport Service's Chief of Operations.

As part of the KSC 2000 reorganization, **Mr. Eddie Lebron** was reassigned to the Safety, Health and Independent



Assessment Directorate (SHIA) as the Assessments Division Chief. As one of the pioneers of the JP organization, Eddie has made many contributions that set the standards for the way JP does business. His leadership and personable disposition will be missed.

Ms Astrid Heard shaped the JP Business Office and



provided the tools and processes practiced by JP in ascertaining contract value and cost. She was pivotal in getting the contractor the foothold required to merge two separate and unique accounting systems. She has established the foundation from which JP will be able to

build and improve upon the financial management of the J-BOSC. Astrid was reassigned to Process Tools and Techniques Division of SHIA

Additional Farewells

Cynthia Johnson has left JP to pursue a new career challenge with the Veterans Administration in Palo Alto California. The KSC 2000 reorganization reassigned **Pam Steel** to the External Relations and Business Development Directorate. Best wishes to Pam on her career broadening opportunities.

Calendar of Events

For more information call 321-476-4008

April 1, 2000

Start of the 4th Period of Performance for J-BOSC

June 22, 2000

Board of Directors Meeting

June 30, 2000

4th Period Mid-Term

August, 2000

Board of Directors Meeting

September 30, 2000

End of the 4th Period of Performance for J-BOSC

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Attn: Newsletter

JPMO Newsletter Distributed Via E-mail In the interest of saving resources, the JPMO Newsletter will routinely be distributed via E-Mail to the IPT members, and the senior staff of both the 45 SW and KSC. Anyone who would like to receive a hard copy, may request one from the JPMO Customer Support Office at 476-4008, or by requesting a copy from the editor at Lori.Weller-1@ksc.nasa.gov. This newsletter is also available on the JPMO web page by clicking the “what’s new” Button.